



**Intermediate School District 917**  
*Purposeful. Personalized. Partners.*  
1300 145th Street East, Rosemount, MN 55068  
(651) 423-8229 \* <http://www.isd917.org>

To: ISD 917 School Board

Date: November 11, 2025

Re: Summary of Changes for Local 3904, Teacher Contract 2025-2027

District Negotiations Team: Michael Favor, Melissa Schaller, Nicole Flesner and Mark Johns

Teacher Negotiations Team: Holly Pemble, Jen Klaustermeier, Jon Mulville, Tom Ledoux, Melanie Manninen

The negotiating teams met a total of seven times between July and October to reach a tentative agreement. Below is a summary of the changes for both financials and contract language.

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1. Total package cost - 8.80% over two years, 2025- 2027
2. Salary and Benefits:
  - a. Salary increase: 2.0% in both years applied across the schedule
  - b. Benefits: Medical/HSA plans - 2.5% increase to district contribution effective Jan 1, 2026  
Single coverage for HDHP increases from \$775 to \$795 in Year 1 and \$780 to \$825 in Year 2, no increase for co-pay plan  
Family coverage for HDHP increases from \$1,600 to \$1,850 in Year 1 and \$1,800 to \$1,915 in Year 2, no increase for co-pay plan
  - c. Dental: No increase to district contribution amounts
  - d. Elimination of the single and family co-pay plan option, effective January 1, 2027 (Offering only the HDHP)
3. Severance: Updated to pay severance for eligible teachers to the MSRS Post-Retirement Health Care Savings account. Updated full-time language for eligibility to be 1,110 hours per year or more
4. 403B district matching contributions: Increased \$240 for each year of service category in Year 2 only  
1-5 yrs: \$360 to \$600, 5-10 yrs: \$860 to \$1,100, 10-15 yrs: \$1,060 to \$1,300, 16-21 yrs: \$1,260 to \$1,500 and 21+ yrs: \$1,460 to \$1,700
5. Longevity: Increases to all tiers in both years
  - 16-17 years - \$2,200 to \$2,600
  - 18-20 years, \$2,800 to \$3,400
  - 21-25 years - \$4,400 to \$5,200
  - 26+ years - \$5,500 to \$6,500



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6. Stipends:

- a. Chair of Relicensure Committee: Increase from \$450 to \$500 per year
- b. Reimbursement of certifications: Speech/Language Pathologists and Audiologists increase from \$250 to \$300 per year

7. Language:

- a. Updated teacher duty days to 188 days per year in first year new teachers only, 185 days for all other years
- b. Updated language for flexibility with scheduling professional development days in the school year
- c. Prior approval language updated for credits to be utilized for lane advancement. Credits must be accepted toward an advanced degree by an accredited college or university. Approval by committee including human resources
- d. Full time equivalency defined throughout the contract at 1,100 hours or more (.75FTE)
- e. ESSL language updated to reflect changes in recent law/rulemaking

8. MOUs: All current MOUs updated. Added Journeyworker MOU for ITRAC

9. New MOU: Developed MOU for Paid Family Medical Leave (PFML) to address compliance with the new PFML effective January 1, 2026. The district and employees will share 50% of the required premium payments to begin in January. No language added t